

AN ORDINANCE of the Common Council fixing, establishing and ratifying compensation for the following employees represented by the **NCFO LOCAL #7; IBEW LOCAL #723; OPEIU LOCAL #325; CTSH LOCAL #414; AND IUOE LOCAL #19, CIVIL CITY AND CITY UTILITIES FOR THE YEAR 1997.**

WHEREAS, this Council is required to approve all collective bargaining decisions with regard to annual pay and monetary fringe benefits; and

WHEREAS, such compensation for employees of the City of Fort Wayne and City Utilities of Fort Wayne, has been agreed to in agreements reached by and between the City and the union bargaining committees and union ratification, in accordance with collective bargaining as authorized and envisioned by the City's salary ordinances and approved by the Common Council July 14, 1992, by Special Ordinance S-109-92; and

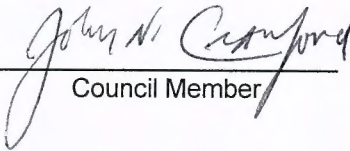
WHEREAS, said agreements are for multiple years, but pursuant to Indiana law, the compensation provided for therein must be annually ratified; and

WHEREAS, this ordinance is necessary to ratify, fix and establish such compensation for said employees for the year 1997.

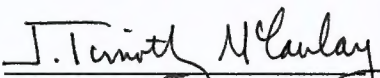
NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. The increases for the employees represented by the NCFO LOCAL #7; IBEW LOCAL #723; OPEIU LOCAL #325; CTSH LOCAL #414; AND IUOE LOCAL #19, CIVIL CITY AND CITY UTILITIES FOR THE YEAR 1997 are hereby established according to the wage schedules attached hereto and made a part hereof, commencing January 1, 1997.

SECTION 2. This Ordinance shall be in full force and effect from and after its  
passage and any and all necessary approvals by the Mayor.

  
Council Member

APPROVED AS TO FORM  
AND LEGALITY

  
J. Timothy McCauley, City Attorney



Read the first time in full and on motion by Crawford,  
and duly adopted, read the second time by title and referred to the  
Committee on Finance (and the City Plan Commission  
for recommendation) and Public Hearing to be held after due legal notice, at  
the Common Council Conference Room 128, City-County Building, Fort  
Wayne,, Indiana, on \_\_\_\_\_, 19\_\_\_\_, the \_\_\_\_\_ day of  
\_\_\_\_\_, M., E.S.T.

DATED: 12-3-96

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Crawford,  
and duly adopted, placed on its passage. PASSED lost  
by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>9</u>			
BENDER	<u>✓</u>			
CRAWFORD	<u>✓</u>			
EDMONDS	<u>✓</u>			
HALL	<u>✓</u>			
HAYHURST	<u>✓</u>			
HENRY	<u>✓</u>			
LUNSEY	<u>✓</u>			
RAVINE	<u>✓</u>			
SCHMIDT	<u>✓</u>			

DATED: 12-17-96

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne,  
Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL) (ZONING) ORDINANCE RESOLUTION- NO. S-95-96  
on the 17th day of December, 1996

ATTEST:

Sandra E. Kennedy (SEAL)  
SANDRA E. KENNEDY, CITY CLERK PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on  
the 18th day of December, 1996,  
at the hour of 11:30 o'clock PM, M., E.S.T.

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 20th day of December,  
1996, at the hour of 5:30 o'clock PM, M., E.S.T.

Paul Heimke  
PAUL HEIMKE, MAYOR

## IUOE #19 - FILTRATION

## Schedule B - January 1, 1997

Effective January 1, 1997, hourly wage rates for the listed classifications shall increase 3.0% over January 1, 1996 wages and shall be as follows:

Job Titles	First 3 Months	4 thru 7 Months	8 thru 11 Months	Over 11 Months
Building Service Person	11.362	11.493	11.616	*****
Building Service Person Working Ldr.	11.808	12.195	12.609	12.759
Chemical Feed Operator	13.177	13.341	13.501	13.673
Chemical Unloading Operator	13.148	13.313	13.564	13.645
Chief Electrician	16.116	17.062	18.004	18.949
Chief Operator	16.116	17.062	18.004	18.949
Clerk/Typist B	11.193	11.365	11.557	11.777
Electrician A	15.407	16.352	17.297	18.240
Electrician B	12.823	13.013	13.213	13.768
Electronic Technician	15.682	16.626	17.571	18.515
High Service Pump Operator	13.048	13.211	13.372	13.543
Hurshstown-Cedarville Operator	12.464	12.612	12.762	12.943
Operating Chemist	13.867	14.058	14.257	14.429
Painter	13.091	13.312	13.575	13.841
Plant Clerk (Maintenance)	12.389	12.554	12.684	12.870
Relief Operator	13.918	14.110	14.309	14.481
Secretary B	11.193	11.365	11.557	11.777
St. Joe Dam Operator	12.823	12.988	13.240	13.321
Temporary Student Laborer	9.996	*****	*****	*****
Utility Person	11.576	11.966	12.380	12.597
Working Leader	15.703	15.972	16.241	16.525

	First 3 Months	4 thru 8 Months	Over 9 Months
Preventive Maintenance Mechanic	13.913	14.211	14.508
Mechanic A	13.913	14.211	14.508
Mechanic B	13.312	13.575	13.841
Mechanic C	12.697	12.936	13.175

	First 3 Months	4 thru 9 Months	10 thru 15 Months	16 thru 21 Months	Over 21 Months
Analytical Chemist	13.993	14.466	14.988	15.558	16.138



**IUOE #19 - WPC PLANT  
Schedule B - January 1, 1997**

**Effective January 1, 1997, hourly wage rates for the listed classifications shall increase 3.0% over January 1, 1996 wages and shall be as follows:**

<b>Job Titles</b>	<b>First 3 Months</b>	<b>4 thru 7 Months</b>	<b>8 thru 11 Months</b>	<b>Over 11 Months</b>
Aeration Operator	13.261	13.422	13.582	13.781
Building Service Person	11.689	11.833	11.966	*****
Control Operator	13.484	13.690	13.904	14.089
Custodian	11.971	*****	*****	*****
Equipment Operator A	13.894	14.102	14.299	14.492
Equipment Operator B	12.406	12.625	12.776	12.960
Grit & Digester Operator	12.612	12.775	12.934	13.129
Laboratory Technician	13.521	13.719	13.915	14.551
Laborer	12.099	12.245	12.368	12.522
Maintenance Service Person	12.960	13.177	13.344	13.582
Operation & Maintenance Foreman	14.269	14.485	14.698	14.912
Plant Electrician	*****	*****	*****	*****
Relief Operator	13.782	14.072	14.269	14.519
Stormwater Station Operator	12.483	12.645	12.805	13.000
Wastewater System Inspector	*****	*****	*****	*****

<b>Job Titles</b>	<b>First 3 Months</b>	<b>4 thru 8 Months</b>	<b>Over 9 Months</b>
Preventive Maintenance Mechanic	13.662	13.837	14.026
Mechanic A	14.102	14.299	14.492
Mechanic B	13.662	13.837	14.026
Mechanic C	12.844	12.991	13.175

# IBFO LOCAL 7 - WATER MAINTENANCE & SERVICE DEPARTMENT

Schedule B - January 1, 1997

Effective from January 1, 1997 and continuing for the life of this agreement, the City shall pay the employee's portion of PERF contributions. Effective January 1, 1997, hourly wage rates for regular authorized positions shall be increased 3% above 1996 rates, and shall be as follows:

Job Titles	First 3 Months	4 thru 9 Months	10 thru 15 Months	Over 15 Months
Assistant Storekeeper	12.4945	12.6435	12.7848	12.9153
Backhoe Operator	13.0023	13.1393	13.2687	13.2687
Chief Utility Plumber	14.0071	14.0071	14.0071	14.0071
Complaint Person	12.9305	13.0599	13.1382	13.3633
Dispatcher	12.8838	13.0001	13.0926	13.2089
Hydrant/Maintenance Person	12.6543	12.7859	12.9305	13.0730
***Junior Clerk	10.3468	10.6372	10.9232	11.2146
***Laborer I	11.2570	11.3647	11.4669	11.5908
***Laborer II	11.7616	11.8486	11.9573	11.9573
Large Meter Repairer/Investigator	13.5449	13.7309	13.9190	13.9190
Maintenance Crew Leader	13.4743	13.6613	13.8494	13.8494
Meter Changer/Maintenance Plumber	12.4249	12.5423	12.6358	12.7522
Meter Shop Leader	13.3057	13.4938	13.6809	13.6809
Plumber Crew Leader	13.9684	14.1565	14.3436	14.3436
Remote Meter Installer	12.5184	12.6685	12.7903	12.9153
*** Senior Clerk	11.4212	11.6354	11.8540	12.0856
Senior Meter Repairer	12.5043	12.6402	12.7696	12.8925
** Service Person	12.7576	12.9077	13.0306	13.1545
Small Meter Repairer	11.4669	11.5908	11.6746	11.6746
Storekeeper	13.4123	13.6004	13.7874	13.7874
Tandem Driver	12.5119	12.6098	12.7131	12.8207
Utility Person	12.9001	13.0306	13.1752	13.3188
Valve Truck Operator A	12.7489	12.8990	13.0208	13.1437
Valve Truck Operator B	12.4205	12.5521	12.6967	12.8403
+ Watch/Maintenance/Comm Operator	11.3135	11.7192	11.8051	11.8051

IBFO LOCAL 7 - WATER MAINTENANCE & SERVICE DEPARTMENT

Page 2 of Schedules A, B, & C

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NOTE:

\*\*\*\* Department Superintendent may reclassify employees completing Laborer I step rates to Laborer II based upon fitness, ability, efficiency, and work record, with recommendations of Construction and/or Service Supervisors, and/or other working leaders.

There shall be no posting or bid for Laborer II.

\*\*\* Vacancies in these classifications may be filled by the Utility without going through the posting and bidding procedures provided in Article VI, Section 5.

\*\* Shift premium will be paid for regularly scheduled shift hours actually worked.

\* \$.20 equity increase

+ Any employee in the Watch, Maintenance & Communication Operator position who is solely responsible for radio dispatch, telephone answering, and emergency crew call-ins for two or more hours in any one shift will receive an additional thirty (30) cents per hour for all actual hours worked on that shift.



# Three Year Summary - Wage Scale

IBEW Local 723 - Parks and Recreation Department

Effective August 5, 1996

CLASSIFICATION / TITLE	A	B	C	D	E	F	G
	1996 - 2.5%			1997 - 3%		1998 - 3%	
	First 12 Months **	Over 12 Months	Signing Bonus	First 12 Months **	Over 12 Months	First 12 Months **	Over 12 Months
Working Leader	11.035	12.684	375.00	11.702	13.450	12.053	13.854
Drafting/Engineering Technician	11.035	12.684	375.00	11.367	13.065	11.708	13.457
Security Electrician	11.035	12.684	375.00	11.367	13.065	11.708	13.457
Park Person A	11.035	12.684	375.00	11.367	13.065	11.708	13.457
Fleet Mechanic	10.623	12.210	348.00	10.941	12.576	11.269	12.953
Small Motor Mechanic	10.623	12.210	348.00	10.941	12.576	11.269	12.953
Welder	10.623	12.210	348.00	10.941	12.576	11.269	12.953
High Ranger Operator	10.623	12.210	348.00	10.941	12.576	11.269	12.953
Electrician	10.231	11.760	348.00	10.941	12.576	11.269	12.953
Plumber	10.231	11.760	348.00	10.941	12.576	11.269	12.953
Heavy Equipment Operator	10.231	11.760	348.00	10.941	12.576	11.269	12.953
Carpenter	10.231	11.760	348.00	10.941	12.576	11.269	12.953
Mason/Carpenter	10.231	11.760	348.00	10.941	12.576	11.269	12.953
Grounds Maint A	10.231	11.760	348.00	10.941	12.576	11.269	12.953
Painter	10.231	11.760	348.00	10.538	12.113	11.269	12.953
Landscape Gardener	10.231	11.760	348.00	10.538	12.113	11.269	12.953
Greenhouse Gardener	10.231	11.760	348.00	10.538	12.113	11.269	12.953
Relief Person	9.909	11.390	336.00	10.207	11.732	10.513	12.084
Storekeeper	9.909	11.390	N/A	10.207	11.732	10.513	12.084
Painter B	9.909	11.390	336.00	10.207	11.732	10.513	12.084
Gardener	9.909	11.390	336.00	10.207	11.732	10.513	12.084
*Special Equipment Operator	9.908	11.388	N/A	10.204	11.729	10.510	12.081
*Recreation Stock Person	9.908	11.388	N/A	10.204	11.729	10.510	12.081
Ball Diamond Person	9.511	10.932	324.00	9.918	11.400	10.266	11.800
Garbage Truck Operator	9.511	10.932	324.00	9.918	11.400	10.266	11.800
Grounds Equipment Operator	9.511	10.932	324.00	9.918	11.400	10.266	11.800
Park Person C	9.511	10.932	324.00	9.918	11.400	10.266	11.800
Mechanic Helper	9.511	10.932	N/A	9.918	11.400	10.266	11.800
*Recreation Leader A	9.511	10.932	N/A	9.796	11.260	10.089	11.597
Garden Helper	9.185	10.558	312.00	9.460	10.874	9.744	11.200
Greenhouse Helper	9.185	10.558	312.00	9.460	10.874	9.744	11.200

\* = These three (presently vacant) positions shall be eliminated if not filled by December 31, 1998.

\*\* = In the Parks and Recreation Department.

SEASONAL RATES:	1996	1997	1998
Seasonal Employee - 1st year	4.75	5.15	5.25
Seasonal Employee - 2nd year	4.80	5.25	5.50
Seasonal Employee - 3rd year	4.95	5.50	5.75
Seasonal Employee - 4th year	5.05	5.75	6.00
Seasonal Employee - 5th year	5.25	6.00	6.25



CTH 414 - WPC Maintenance  
Schedule B - 1997 Rate Schedule - Effective January 1, 1997

Effective July 1, 1996 and continuing for the life of this Agreement, the Employer shall pay the employee's share of PERF contributions. To simplify and consolidate craft skills and clarify classification issues Chauffeurs, Teamsters and Helpers Union 414 and WPCM/STM Management have agreed to compress all jobs currently set forth into five more manageable "categories" listed below. This consolidation will cancel out the "step" increases for repairman and clerk dispatcher positions. It is further agreed to the removal of the janitor position from the pay scale. The base rates listed below reflect the 3.0% increase for 1997. Skill based premiums are not included in the base rate as identified below.

<u>ENTRY LEVEL</u>	\$11.999
Sewer Repairer	
<u>CLERICAL/ADMINISTRATIVE</u>	\$13.211
Clerk Dispatcher	
<u>COLLECTION SYSTEM OPERATOR I</u>	\$12.584
Utility Person	
Manhole Sealing Assistant	
Vactor Assistant	
Combination Repairer/Truck Driver	
TV Assistant	
<u>COLLECTION SYSTEM OPERATOR II</u>	\$13.190
TV Technician	
Manhole Sealing Operator	
Backhoe Operator	
Hydraulic Sewer Rodder	
Sewer Jet Flusher	
Storekeeper	
Vactor Operator	
Night Investigator*	
<u>COLLECTION SYSTEM SPECIALIST</u>	\$13.732
Working Foreman	
Special Investigator	

\*Shift Premium will be paid for shift hours actually worked.

(Shift premiums are 30 cents for 2nd shift and 35 cents for 3rd shift, per Article VIII, Section 1.e.)

OPEIU #325 - Civil City Office

Schedule B

Effective January 1, 1997, the wage schedule for regular authorized positions shall increase 3.75% and shall be as follows:

Office Services	First 3 Months	4 thru 9 Months	10 thru 18 Months	over 18 Months
General Utility Clerk I	8.112	8.299	8.597	9.262
General Utility Clerk II	9.177	9.388	9.595	10.785
General Utility Clerk III	10.818	11.222	11.628	12.440
Mail Clerk	8.681	8.896	9.119	9.799
Utility Clerk II	12.497	13.116	13.275	13.874



**OPEIU #325 - General Office**

**Schedule B**

Effective January 1, 1997, the wage schedule for regular authorized positions shall increase 3.75% and shall be as follows:

<b>Customer Relations/ Meter Reading</b>	<b>First 3 Months</b>	<b>4 thru 9 Months</b>	<b>10 thru 18 Months</b>	<b>over 18 Months</b>
Cashier	9.538	9.753	9.956	10.910
Chief Meter Reader	14.014	14.421	14.840	15.713
Credit & Collection Clerk I	10.402	10.635	10.867	11.829
Credit & Collection Clerk II	12.178	12.324	12.623	13.874
Data Control/Audit & Error Specialist	10.403	10.635	10.867	11.829
Customer Relations Representative	9.451	9.668	9.873	10.635
Customer Relations Representative/Cashier	9.538	9.753	9.956	10.910
Data Control Clerk	9.451	9.668	9.873	10.635
File Clerk	8.681	8.896	9.119	9.799
Information Specialist	9.477	9.589	9.813	11.008
Meter Reader	11.734	11.971	12.201	12.670
Meter Reader/Truck	12.458	12.756	13.059	13.649
Permit Specialist	10.402	10.635	10.867	11.829
Receptionist/Phone-In	9.229	9.350	9.528	10.426
Receptionist/Walk-In	8.112	8.299	8.597	9.262
Security Guard	10.717		11.466	12.476
Senior Permit Specialist	13.334	13.586	13.786	14.404
Utility Clerk	9.985	10.635	10.867	11.829
Utility Clerk II	12.497	13.116	13.275	13.874
Utility Truck Reader	12.458	12.756	13.059	13.649
Work Order Clerk	9.477	9.589	9.813	11.008



# The City of Fort Wayne

Paul Helmke, Mayor

## Memorandum

To: MEMBERS OF COMMON COUNCIL  
From: J. TIMOTHY MCCAULAY, CORPORATION COUNSEL  
Date: December 2, 1996  
Re: 1997 COMPENSATION PACKAGES FOR REPRESENTED EMPLOYEES OF NCFO  
LOCAL #7; IBEW LOCAL #723; OPEIU LOCAL #325; CTSH LOCAL #414;  
AND IUOE LOCAL #19, CIVIL CITY AND CITY UTILITIES.

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The Council has previously approved collective bargaining agreements between the City, the NCFO LOCAL #7; IBEW LOCAL #723; OPEIU LOCAL #325; CTSH LOCAL #414 AND IUOE LOCAL #19, Civil City and City Utilities, that included compensation packages for 1997. State law requires that said compensation packages be ratified on an annual basis. This ordinance, if adopted, would ratify the 1997 compensation packages for the represented employees previously negotiated and approved by the Common Council.



DIGEST SHEET

TITLE OF ORDINANCE SPECIAL ORDINANCE

DEPARTMENT REQUESTING ORDINANCE HUMAN RESOURCES

SYNOPSIS OF ORDINANCE APPROVES 1997 WAGES FOR EMPLOYEES REPRESENTED BY THE  
NCFO LOCAL #7; IBEW LOCAL #723; OPEIU LOCAL #325; CTSH LOCAL #414; AND IUOE LOCAL  
#19, CIVIL CITY AND CITY UTILITIES FOR THE YEAR 1997.

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\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

EFFECT OF PASSAGE WAGE SCHEDULES ARE APPROVED FOR 1997.

EFFECT OF NON-PASSAGE WAGE SCHEDULES ARE NOT APPROVED

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS) \_\_\_\_\_

ASSIGNED TO COMMITTEE (PRESIDENT) \_\_\_\_\_

BILL NO. S-96-12-02

REPORT OF THE COMMITTEE ON  
FINANCE  
THOMAS C. HENRY - JOHN N. CRAWFORD - CO-CHAIR  
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) XXXXXXXXXXXXXX of the Common Council  
fixing, establishing and ratifying compensation for the following  
employees represented by the NCFO LOCAL #7; IBEW LOCAL #723;  
OPEIU LOCAL #325; CTSH LOCAL #414; AND IUOE LOCAL #19; CIVIL CITY  
AND CITY UTILITIES FOR THE YEAR 1997

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION  
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID  
(ORDINANCE) (~~RESOLUTION~~) \_\_\_\_\_

DO PASS

DO NOT PASS

ABSTAIN

NO REC

Wm. W. C. C. C.  
 Sebastian T. B. C.  
 Thomas & A. C. C.  
 Rebecca C. C.  
 D. C. C.  
 John C. C.  
 John C. C.  
 John C. C.  
 John C. C.  
 John C. C.

DATED: 12-17-96.

Sandra E. Kennedy  
City Clerk